

## Exhibit 8

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UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF NEW YORK

-----X

KEITH TURNER,

INDEX NO.:  
Plaintiff, 06 CV 1910

- against -

NYU HOSPITALS CENTER, NYU MEDICAL  
CENTER, NYU SCHOOL OF MEDICINE  
and NYU HEALTH SYSTEM,

Defendants.

-----X

60 East 42nd Street  
New York, New York  
January 18, 2007  
10:08 A.M.

EXAMINATION BEFORE TRIAL OF REGINALD ODOM, the  
witness appearing on behalf of the Defendants, taken  
by the Plaintiff, pursuant to a Notice, and held  
before Michele O'Connor, a Notary Public of the State  
of New York, at the above-stated time and place.

\* \* \*



1                   Reginald Odom  
 2 intending to speak to, but I don't know if I ever got  
 3 to some of the other people on the list.

4           Q   Now, at the time Mr. Morelos spoke to  
 5 you -- and let's assume it's early '04, the first half  
 6 of '04?

7           A   Right.

8           Q   -- Mr. Morelos, he was the director of the  
 9 department?

10          A   Yes.

11          Q   So Mr. DeGazon reported to Mr. Morelos?

12          A   Yes.

13          Q   And Ms. Pineda reported to Mr. DeGazon and  
 14 Mr. Morelos?

15          A   Yes.

16          Q   And Ms. Fromkin, as office manager, she  
 17 reported directly to Mr. Morelos, right?

18          MR. SHAPIRO: Objection to form.

19          A   I'm not sure. I thought the initial  
 20 structure was she reported to Mr. DeGazon, but I  
 21 believe somewhere along the line that changed and I'm  
 22 not sure where it stood in terms of time. We had  
 23 those discussions.

24          Q   Well, I'll show you Exhibit 7 from April  
 25 1st of '03, which is various witnesses that have

1                   Reginald Odom  
 2 already talked about it. Can you see on that document  
 3 Ms. Fromkin has a line directly to Mr. Morelos?

4           A   Yes, that's correct.

5           Q   And you have never seen this before this  
 6 deposition?

7           A   No.

8           Q   You spoke to Ms. Fromkin first. Did  
 9 Ms. Fromkin tell you that Mr. DeGazon had made  
 10 comments to her that she found to be offensive?

11          A   I remember one comment that she said that  
 12 she found to be offensive.

13          Q   And what was that comment?

14          A   Something was referring to her as a skinny  
 15 little white girl or something to that sort.

16          Q   If that comment was made by Mr. DeGazon, do  
 17 you agree that that's an inappropriate comment for  
 18 Mr. DeGazon to have made to Ms. Fromkin if he made the  
 19 comment?

20          A   If he made the comment, it's inappropriate.

21          MR. SHAPIRO: Objection to form.

22          Q   What else did Ms. Fromkin tell you about  
 23 Mr. DeGazon's comments to her?

24          A   I don't recall any other inappropriate  
 25 comments. What I recall was conversation about he was

1                   Reginald Odom  
 2 difficult to work with. What I recall in the  
 3 conversation was that initially at some point she  
 4 supposedly reported directly to him, that he, you  
 5 know, yelled and he was, you know, demeaning and she  
 6 didn't like working with him. But I don't recall any  
 7 specific comments that were considered to be  
 8 inappropriate other than that one. I do remember that  
 9 one comment. She basically said that, you know, he  
 10 wanted to do things his way and he was kind of  
 11 outdated and had an old style. There were complaints  
 12 about, you know, how his approach to things was --  
 13 they said he had a very, kind of a formal, stiff  
 14 approach. They wanted to change things. "They" being  
 15 Corie and her reference to Mr. Morelos, and that  
 16 Mr. DeGazon made it difficult for them to do that  
 17 because he wanted to do things the way they have been  
 18 done for years because he had been there a long time,  
 19 and generally there was just a decision among the  
 20 group that they didn't get along.

21          Q   When Mr. Morelos came to you and brought  
 22 you into the picture, did he indicate to you that he  
 23 had some concerns about the way Mr. DeGazon or  
 24 Ms. Pineda did their jobs?

25          A   His concern was really that there was

1                   Reginald Odom  
 2 clashing among the group and that people didn't work  
 3 well together and that it was causing a lot of  
 4 difficulty within the department and he wanted to try  
 5 to resolve it somehow.

6          Q   Did he state to you that he thought that  
 7 Mr. DeGazon and Ms. Pineda were undermining him?

8          A   I don't recall that specifically.

9          Q   Well, did he raise any concerns or  
 10 complaints with you about how he felt about  
 11 Mr. DeGazon and Ms. Pineda?

12          A   I don't recall any specific conversation  
 13 with how he felt about them.

14          Q   Did he have any negative things to say  
 15 about either one?

16          A   I don't recall any things.

17          Q   Mr. Morelos was in good standing at NYU  
 18 when he came to you in early '04 with issues, right?

19          MR. SHAPIRO: Objection to form.

20          A   As far as I know, I wasn't aware of  
 21 anything.

22          Q   Okay. As far as you know, he was in good  
 23 standing. When Ms. Fromkin met with you -- let me see  
 24 if anything that I say jogs your memory. Did she  
 25 indicate to you that Mr. DeGazon made any comments to



1                   Reginald Odom

2 difference in style.

3     Q   Do you recall Mr. Turner indicating that he  
4    felt there was favoritism? Did Keith Turner express  
5    to you that he felt Mr. DeGazon had shown favoritism  
6    to Robert Stephen?

7     A   I don't specifically recall that being  
8    raised.

9     Q   Taking you back a moment to speaking to  
10    Ms. Fromkin, did you tell Ms. Fromkin -- where did you  
11    leave things with Ms. Fromkin when you finished  
12    speaking with her? You've already given me your  
13    testimony as to what was said, right?

14    A   Yes.

15    Q   How did you leave things with Ms. Fromkin?

16    A   What I recall telling her was that -- I  
17    told her in essence I would be talking to various  
18    different people in the department, and she told me  
19    she would give me different names of people she  
20    thought might be helpful to talk to. Then I told her  
21    that, you know, if there were issues that specifically  
22    came up, she should let me know, but in the meantime,  
23    I was going to follow up and pursue that process and  
24    then, you know, kind of come back to Mr. Morelos with  
25    a recommendation.

1                   Reginald Odom

2     Q   When Ms. Fromkin told you that Mr. DeGazon  
3    had made a comment to her, skinny little white girl,  
4    did you understand that to be a complaint by  
5    Ms. Fromkin about Mr. DeGazon's behavior?

6     A   I understand that she felt it was an  
7    inappropriate comment and I noted that as something I  
8    was going to address with Mr. DeGazon.

9     Q   Did Ms. Fromkin indicate to you that she  
10    felt Mr. DeGazon didn't want her to be at NYU,  
11    preferred someone else for the position?

12    A   I'm just trying to think back about the  
13    conversation. I know that she and -- I don't know if  
14    I said this before. I know she might have also  
15    mentioned that she had difficulties with one of the  
16    assistants there, Jackie. I can't remember Jackie's  
17    last name.

18    Q   Jacqueline Richards?

19    A   Richards, yes. I remember that coming out  
20    in the conversation. I don't specifically recall her  
21    saying that Mr. DeGazon didn't want her to be there,  
22    but I know that she did not have a good working  
23    relationship with him.

24    Q   You know that Mr. DeGazon is black, right?

25    A   Yes, I assume so.

1                   Reginald Odom

2     Q   And you know that he's from St. Lucia?

3     A   That I know, yes.

4     Q   And do you know that Robert Stephen is also  
5    black?

6     A   I don't know Robert Stephen.

7     Q   You don't know who Robert Stephen is?

8     A   No.

9     Q   Have you heard his name before this  
10    deposition?

11    A   I've heard his name.

12    Q   But you've never spoken to him or seen him  
13    before?

14    A   No, not that I recall.

15    Q   You know that Hilda Pineda is Hispanic?

16    A   Yes.

17    Q   You know Corie Fromkin is a Caucasian,  
18    American female?

19    A   Yes.

20    Q   Mr. Turner is a Caucasian, American man,  
21    right?

22    A   Yes.

23    Q   You know Bozena Sutowski to be a Caucasian  
24    female, correct?

25    A   I actually don't know Bozena Sutowski.



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19 He told me that he had a bad relationship  
20 with Corie Fromkin. He didn't think she did a good  
21 job. I recall him saying she spent all her time  
22 chatting up the union delegates rather than performing  
23 the job and supposedly she was reporting to him, but  
24 at some point Mr. Morelos changed that reporting  
25 structure when they continued having difficulties

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1                   Reginald Odom

2     Q    You did not speak with Ms. Sutowski, that's  
3 what you said earlier today, right?

4     A    I did not speak with her because she had  
5 already had an appointment scheduled with Mr. Parauda,  
6 so I told him to kind of fill me in on the  
7 conversation you have with her.

8     Q    At the time that Mr. Parauda spoke with  
9 Ms. Sutowski, that was something that you were not  
10 involved in; is that right?

11    A    No, I was not.

12    Q    Was Ms. Sutowski's job in jeopardy when  
13 Mr. Parauda spoke to her?

14    A    Not that I'm aware of, but I don't know the  
15 specifics.

16    Q    Did Mr. DeGazon have any criticism of Hilda  
17 Pineda when you spoke to him?

18    A    Criticism of Ms. Pineda? I believe he told  
19 me she had a lot to learn, that he would kind of bring  
20 her along in the department. He referenced that, you  
21 know, there's things that she needs to learn. He  
22 generally spoke highly of her.

23    Q    Who was in the DeGazon camp?

24    A    The DeGazon camp, Ms. Pineda, Mr. DeGazon.  
25 That's how I reference it. That's how I would

1                   Reginald Odom

2 finished your discussion with him?

3     A    I told him I want to speak to other people  
4 in the department, that I was going to speak to  
5 Ms. Pineda, that I would speak to others and, you  
6 know, ultimately -- you know, I actually mentioned to  
7 him that I thought the department might need to work  
8 with the organizational development group to do  
9 something to ease the tensions that were obviously  
10 there in the department.

11    Q    Did that ever happen?

12    A    No, it did not.

13    Q    Next is Ms. Pineda, can you tell me what  
14 was said when you spoke with her?

15    A    I remember in talking to Ms. Pineda -- I  
16 don't know if Mr. DeGazon was there. I think he was  
17 there for a couple of minutes in the conversation in  
18 the beginning and that's why I recall it was in some  
19 other office at the hospital. I remember her talking  
20 to me about that, about Ms. Fromkin, that, you know,  
21 Ms. Fromkin was difficult. When she would ask her to  
22 do things, she wouldn't do them or that she would have  
23 to check with Joey before she would do anything that  
24 Ms. Pineda asked her to do. I remember her talking  
25 about Ms. Sutowski, you know, not wanting to follow

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2 characterize it. I don't know of anybody else I would  
3 put in that camp. There was a lot of tension between  
4 them and the other folks that I mentioned in the  
5 department and, again, the camps are my reference.

6     Q    You spoke with Ms. Pineda after Mr. DeGazon  
7 and Mr. Kilpatrick, whatever that sequence was,  
8 Ms. Pineda was at the end of the list that you've  
9 given me; is that right?

10    A    Yes.

11    Q    You gave me some names.

12    A    Yes.

13    Q    I want to go back to Mr. DeGazon if we have  
14 an opportunity. I thought about something else. Tell  
15 me what you want to say.

16    A    What I recall, I specifically -- in the  
17 conversation I asked Mr. DeGazon about the comment  
18 about the skinny little white girl comment, because as  
19 I noted, that was of concern to me. He denied having  
20 ever made any kind of allegation or any kind of  
21 comment like that to her.

22    Q    Is there anything else that was said when  
23 you spoke to Mr. DeGazon?

24    A    Nothing else I can recall right now.

25    Q    How did you leave things with him after you

1                   Reginald Odom

2 her directives and questioning all of her directives  
3 and I think she -- I don't recall if she said anything  
4 about Mr. Turner. I don't recall if she made any  
5 comments about Mr. Turner or not. And generally,  
6 again, I asked her about her relationship with  
7 Mr. Morelos and her comments were, you know, that  
8 Mr. Morelos pretty much just kind of stayed in his  
9 office and wasn't around that much and her view was  
10 that her and Mr. DeGazon pretty much carried the  
11 department.

12    Q    Is there anything else that was said in  
13 that discussion?

14    A    Nothing else that I can recall.

15    Q    So you recall having one discussion with  
16 Keith Turner, right?

17    A    Yes.

18    Q    And after Mr. Turner separated from NYU, am  
19 I correct that you never had any further contact with  
20 Mr. Turner?

21    A    No.

22    Q    Did you ever have further contact with  
23 Mr. Turner after he separated from NYU?

24    A    No.

25    Q    Do you know if anyone at NYU had further



1                   Reginald Odom

2     A   It's my understanding that Ms. Fromkin  
3 indicated that Mr. Morelos had okay'd her to engage in  
4 the activity she did.

5     Q   And you knew that Mr. Morelos had lost his  
6 job immediately before Ms. Fromkin was fired, didn't  
7 you know that?

8                   MR. SHAPIRO: Objection to form.

9     Q   It was the same day?

10    A   I don't know. I don't know if it was the  
11 same day or not.

12    Q   Did you know that Mr. Morelos was let go  
13 from NYU on April 30th of '04?

14    A   I don't recall the specific date.

15    Q   Did you know that that very same day you  
16 and Mr. DeGazon sat down with Ms. Fromkin and she was  
17 fired?

18    A   I don't recall it to be the same day, but  
19 it may have been.

20    Q   Do you know how Mr. Morelos was advised  
21 that his job was ending?

22    A   He would have been told that by Mr. Harney,  
23 John Harney.

24    Q   And that information then came to your  
25 office, didn't it?

1                   Reginald Odom

2     you have a response to her?

3                   MR. SHAPIRO: Objection to form.

4     Q   Did you respond to that?

5     A   Yes, I did.

6     Q   What did you say?

7     A   That either way it was still inappropriate  
8 and she should have known was it inappropriate as the  
9 office manager.

10    Q   So let me see if I understand this. Are  
11 you saying that if the director of the department  
12 approved Ms. Fromkin's work schedule, work hours, time  
13 sheets, that she was not allowed to rely upon the  
14 decision of the director of the department?

15    A   If the director of the department directed  
16 her to have time off which equated to theft of time  
17 from the institution and she was aware of that fact,  
18 that's exactly what it was. No, she didn't have the  
19 approval to follow the director's position.

20    Q   Did Ms. Fromkin say to you that all of the  
21 hours that she was paid for represented hours that  
22 were actually worked?

23                   MR. SHAPIRO: Objection to form.

24    A   I don't recall if she said that or not.

25    Q   So tell me as specifically as you can the

1                   Reginald Odom

2     A   Yes.

3     Q   So when Mr. Morelos lost his job, you folks  
4 knew about it, right?

5     A   Yes.

6     Q   You and Mr. Parauda knew about it, right?

7     A   I don't know if Mr. Parauda knew right  
8 away.

9     Q   You knew right away?

10    A   Yes.

11    Q   And you knew right away that Mr. DeGazon  
12 was contacting the director of the department, right?

13    A   Yes.

14    Q   When you did your interviews earlier in  
15 '04, was Jacqueline Richards somebody that was on that  
16 list that you sat down and spoke to?

17    A   I don't recall speaking to her during the  
18 interviews.

19    Q   So the first time you spoke to Ms. Richards  
20 about Corie Fromkin was when she came to you with  
21 Exhibit 18?

22                   MR. SHAPIRO: Objection to form.

23    A   That's my recollection.

24    Q   When Ms. Fromkin told you that Mr. Morelos  
25 had approved all of these documents in Exhibit 18, did

1                   Reginald Odom

2     allegations that were raised against Ms. Fromkin and  
3 what your conclusion was.

4     A   To the extent that I can recall it, the  
5 allegation was that she had falsified the time sheets  
6 and made changes to the time sheets and reflected that  
7 she was actually working on days that she was not  
8 working which equated to theft of time, and after  
9 reviewing it -- there were several days, I don't  
10 recall how many at the moment -- there was other  
11 documentation that indicated she was out of the  
12 office, but the time sheet reflected that she was in  
13 the office.

14    Q   Did you ever compare what she was paid for  
15 versus what she worked, whether she was paid for all  
16 the time she worked and worked all the time she was  
17 paid for?

18                   MR. SHAPIRO: Objection to form.

19    A   I don't understand.

20    Q   Is it your allegation that Ms. Fromkin was  
21 paid but didn't work the total amount of time that she  
22 was paid for?

23    A   I still don't think I'm understanding the  
24 question.

25    Q   I understand that and that's the beauty of



